

EQUAL OPPORTUNITY DATA REQUIRED TO BE POSTED BY THE NO FEAR ACT
Equal Employment Opportunity Formal Discrimination Complaints
U. S. DEPARTMENT OF AGRICULTURE (Fiscal Year 2002)
Reporting Period Beginning: **10/1/01** and Ending: **09/30/02** Posting Date: **4/30/04**
Agency: **All USDA**

1. The number of complaints filed: 748		2. Number of Filers (The number of individuals filing those complaints): 679		3. Number of Repeat Filers (The number of individuals who filed 2 or more complaints): 42	
4. Number of BASES Alleged in Complaints Filed for the Reporting Period (The number of those complaints raising each of the various bases of alleged discrimination.)					
BASIS		Number	BASIS		Number
a. RACE	Black	141	e. NATIONAL ORIGIN	Hispanic	26
	White	58		Other	48
	American Indian & Alaskan Native	13	f. DISABILITY	Physical	83
	Asian & Pacific Islander	22		Mental	30
	Other	29		Both	5
b. COLOR		33	g. AGE		178
c. RELIGION		32	h. RETALIATION		329
d. SEX (including Equal Pay Act)	Male	119	i. NON-EEOC REPORTABLE BASES		47
	Female	134			
Total					1327
5. Number of ISSUES Alleged in Complaints Filed for the Reporting Period (The number of those complaints raising each of the various issues of alleged discrimination.)					
ISSUES		Number	ISSUES		Number
a. APPOINTMENT/HIRE		21	j. TRAINING		24
b. ASSIGNMENT OF DUTIES		82	k. TIME & ATTENDANCE		28
c. AWARDS		14	l. TERMINATION		56
d. CONVERSION TO FULL-TIME			m. MEDICAL EXAMINATION		4
e. DISCIPLINARY ACTION		73	n. PAY, INCLUDING OVERTIME		74
	Demotion	(5)	o. PROMOTION/NON-SELECTION		209
	Reprimand	(12)	p. HARASSMENT		206
	Suspension	(11)	Sexual		(40)
	Removal	(22)	Non-Sexual		(166)
	Miscellaneous	(23)	q. REINSTATEMENT		1
f. DUTY HOURS		20	r. RETIREMENT		2
g. EVALUATION/APPRaisal		55	s. TERMS/CONDITIONS OF EMPLOYMENT		68
h. EXAMINATION/TEST		2	t. REASONABLE ACCOMODATION		20
i. REASSIGNMENT		41	u. OTHER		129
Total					1129
6. Average Length of Time to Complete Each Stage of the Complaint Process:			Number of Complaints	Number of Processing Days	Average Number of Processing Days
a. INVESTIGATION			752	284817	379
b. FINAL AGENCY ACTION-WITH EEOC HEARING			109	83511	766
c. FINAL AGENCY ACTION-WITHOUT EEOC HEARING			58	75743	1306
d. DISMISSALS			122	70813	580
e. SETTLEMENT AGREEMENTS			234	178080	761
f. WITHDRAWALS			63	37653	598
7. Final Agency Actions Involving a Finding of Discrimination.			Number of Complaints with a Finding of Discrimination	Percent of Complaints with a Finding of Discrimination	
a. Without an EEOC Administrative Hearing			1	33%	
b. With an EEOC Administrative Hearing			3	67%	
Totals			4	100%	

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8. Final Agency Actions With a Finding of Discrimination by Basis.		Number of Complaints with an EEOC Hearing	Percent of Bases with an EEOC Hearing	Number of Complaints without an EEOC Hearing	Percent of Bases without an EEOC Hearing	Total Number of Complaints	Total Percent of Bases
Race	Black						
	White						
	American Indian & Alaskan Native						
	Asian & Pacific Islander						
	Unidentified			1	50%	1	25%
Color							
Religion							
Sex (Including Equal Pay Act)	Male						
	Female						
National Origin	Hispanic						
	Other	1	50%			1	25%
Age				1	50%	1	25%
Disability	Physical	1	50%			1	25%
	Mental						
	Both						
Retaliation							
Non-EEOC Reportable Complaints							
Total		2	100%	2	100%	4	100%

9. Summary of EEO Active Complaints at the End of the Period Filed in Current and Previous Fiscal Years (The total number of complaints pending for any length of time.)

	(1 + 2) Total number of pending complaints	(1) Total number of complaints filed in the current fiscal year	(2) Total number of complaints first filed before the start of the current fiscal year	Number of individuals who filed complaints in prior fiscal years
a. Acceptance/Dismissal	317	300	17	36
b. Investigation	397	206	191	200
c. Hearing	524	64	460	311
d. Final Agency Action	605	77	528	408
e. Appeal	276	52	224	178
f. Totals	2119	699	1420	1133

g. Number of complaints in abeyance pending resolution of class complaints: 300

10. Final Agency Actions with a Finding of Discrimination by Issues.	Number of Complaints With an EEOC Hearing	Percent of Complaints With an EEOC Hearing	Number of Complaints Without an EEOC Hearing	Percent of Complaints Without an EEOC Hearing
Appointment/Hire				
Assignment of Duties				
Awards	1	25%		
Conversion to Full-Time				

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Disciplinary Action	Demotion				
	Reprimand				
	Suspension				
	Removal				
	Miscellaneous	1	25%		
Duty Hours					
Evaluation Appraisal					
Examination/Test					
Harassment	Sexual				
	Non-sexual				
Medical Examination					
Pay, Including Overtime					
Promotion/Non-Selection					
Reassignment	Denied				
	Directed				
Reasonable Accommodation					
Reinstatement					
Retirement					
Terms/Conditions of Employment					
Termination		1	25%		
Training					
Time & Attendance		1	25%		
Other				11	100%
Totals		4	100%	11	100%

11. The total number of complaints pending for any length of time in which the agency has not completed its investigation within the time required by 1614.106(e)(2).

a. Pending complaints received during the current fiscal year: 122

b. Pending complaints received prior to the current fiscal year: 162